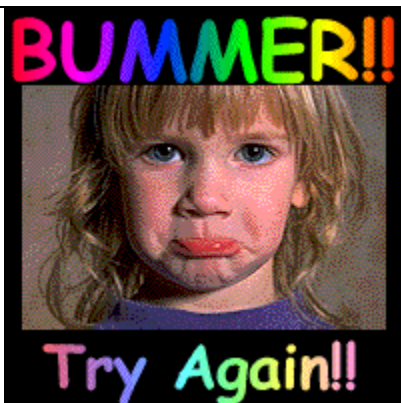




UMOM Support Services will be hosting a job fair
When: Tuesday, April 19th 1:00-3:00pm
Where: UMOM Activity Room



THEY ARE OUT OF NEW JOB BOOKS!

WHAT YOU GONNA DO?

MISSED ALL THE GOOD JOBS POSTED TODAY?



DON'T WANT TO WAIT TILL TOMORROW?

GO TO: http://www.linkedin.com/groups?gid=4550443&trk=hb_side_g

THIS IS THE USED JOB SHACK JOB BOARD – OPEN 24/7

**THIS IS WHERE YOU CAN GO READ, PRINT OR DOWNLOAD THE
E-BOOK EDITION OF OUR DAILY JOB BOOK**

<http://www.slideshare.net/fredgwest1999>

“You have nothing to lose except unemployment!”

Employers:

Safelite Auto Glass - *Apply Online First*

Synergy Homecare - *Apply Online First*

SSP America – *Application @ event*

Perkham INC - *Apply Online First*

Hotel Pro- *Application @ event*

Desert Classic Landscaping - *Application @ event*

Spinatos Pizza - *Application @ event*

Fry's Food - *Apply Online First*

FirstLight Home Care - *Apply Online First*

Assurion - *Apply Online First*

ABM - - *Apply Online First*

Resources:

VOC Rehab – ask about referrals

Genesis Youth Program – ask about referrals



At

Safelite, we strive for a culture that will inspire you to achieve, not because you have to, but because you want to. We genuinely care about the well-being of people both personally and professionally. Be a part of our People Powered, Customer Driven culture today...

Welcome to Safelite®! As a People Powered, Customer Driven organization, we care about your health and well-being.

As a full-time employee you are eligible for a wide variety of Safelite® benefits. You can find detailed information about the benefits available to you in UltiPro, our online employee self-service portal.

- In addition, as part of the Affordable Care Act (ACA), the U.S. Government has launched a new Healthcare Insurance Marketplace, in which you are eligible to participate for your healthcare coverage. Because the Healthcare Insurance Marketplace is developed and maintained by the government, Safelite® cannot assist you with this program. However, the marketplace information and assistance can be found at www.healthcare.gov

When will my benefits start?

New employee benefits become effective on the first of the month following 30 consecutive days of employment. Remember - you only have 30 days from your hire date to complete your enrollment.

In addition to comprehensive medical coverage, you can also elect these benefits during enrollment:

- Dental
- Vision

- Life Insurance
- Short- and Long-Term Disability
- Accidental Death & Dismemberment (AD&D)

- Dependent Care and Health Care Flexible Spending Accounts (FSAs)
- Critical Illness and Accident Insurance

You'll find more information about these benefits inside and on www.SafeliteBenefits.com



BENEFIT REVIEW

- You have four medical plan options. Take a look to see which one may be the best fit for you
- You have two dental plans to choose from. You will pay less out of pocket when you visit an in-network dentist
- We offer vision coverage through Superior Vision®
- You have two FSA options to help you save

Life - Basic Life and AD&D

- Paid for by: Safelite (no cost to you!)
- Coverage amount:
- Associates employed less than five years: One times your annual salary
- Associates employed five or more years: Two times your annual salary

Dependent Life

- Paid for by: Associate
- Coverage amount:
- Spouse: \$10,000 or \$20,000
- Child(ren): \$5,000 or \$10,000 each

Customer Advocate



Safelite® Group is a nationwide family of retail auto glass companies - the nation's leading provider of auto glass repair and replacement services. We are rapidly growing, evolving and striving to become the Natural Choice for vehicle glass repair and replacement services in the United States.

We drive business performance with an obsessive focus on having talented people who are inspired to deliver great results. Simply put, we believe our people power the performance of our business.

Right now, we're looking for a Customer Service Representative to join our team and support all service functions within a facility, including insurance, cash, commercial, wholesale, and repair. Additionally, the Customer Service Representative performs dispatch, confirmation calls, invoicing, cash management, pricing and all other miscellaneous service activities that occur at a facility.

Who we're looking for:

- Brand advocates who go above and beyond to create customer delight
- Honest, hard-working people who lack ego but are drenched in integrity
- People who consistently drive for extraordinary results
- Individuals who like to learn, seek challenges and go out of their way to help others be successful

- Team members who will learn our way of working and come up with innovative ways to make us even better
- Those who want a career, not just a job, and who understand the important role they play in the overall success of our business
- What you can expect:

At Safelite®, we are creating a culture that delivers our People Pledge:

- You'll experience great leadership.
- We'll focus on you first.
- You'll work with talented people who inspire you to be at your best.
- You'll become part of a caring culture with opportunities for you to growth both personally and professionally.

Position Responsibilities:

The Customer Service Representative will play a key role in helping us to achieve our goals by focusing on the following responsibilities:

- Handles all incoming customer calls: estimated time of arrivals (ETA's), service issues, pricing, warranties, commercial, dispatch, repair, cash, wholesale, and same-day reschedules/cancellations.
- Performs confirmation calls Performs dispatch calls for all technicians
- Controls deleted work orders Processes credit memos, re-bills and un-billables
- Reviews referral work orders from the previous night
- Provides customer service by responding quickly to technician and customer requests, communications, and complaints

Qualifications:

- 1-3 years telephone operations or business administration experience required
- High School diploma or equivalent required
- Knowledge of customer service and administrative protocols
- Ability to provide world class customer service
- Ability to adjust and respond to a fast-paced operation
- Skilled in various customer service arenas, with experience in a contact center setting
- Ability to travel up to 10%

APPLY ONLINE:

<https://recruiting.adp.com/srccar/public/RTI.home?d=EvergreenCareerSite&c=1127907>



Technician: Safelite AutoGlass provides convenient mobile and in-shop customer service to U.S. drivers in all 50 states. We're the largest vehicle glass repair and replacement organization in the U.S., with the ability to serve 97 percent of U.S.

Don't have experience? We'll train you!

Here's what you can expect:

- Great earning potential
- Paid training, tools, uniforms, company vehicle
- Competitive benefits -- medical, dental, vision
- Paid time off -- earn 2 weeks' vacation, 3 personal days, 1 charitable giving day
- Keys to a new career
- Excellent company culture

<http://www.safelitecareers.com/>

Ethics

We must do what's right, even when no one's watching. This means living by our values and being accountable. It is about how we treat our staff, our customers and members of our local community. We reinforce this throughout our corporate structure with legal compliance and ethics training, an employee ethics hotline and numerous channels for feedback and concerns.

Auto Glass Technician Trainee

Safelite® Group - the nation's leading provider of auto glass repair and replacement services is rapidly growing. Join the team and grow with us!



What You Can Expect:

- Great earning potential
- Paid training, tools, uniform, company vehicle
- Competitive benefits -- medical, dental, vision
- Paid time off -- earn 2 weeks' vacation, 3 personal days, 1 charitable giving day
- Keys to a new career
- Excellent company culture

More about the role:

- Installs auto glass and other Safelite® AutoGlass products in-store or on a mobile basis.
- Utilizes the proper tools and techniques to ensure efficient, timely, and quality installation service for Safelite® Group customers.
- Ensures required paperwork is completed and turned in to the appropriate person or location.

- Maintains a safe and acceptable driving record in accordance with company policy.
- May perform auto glass repairs as needed.

Qualifications:

- High school diploma or GED preferred
- Valid Driver's license and the ability to adhere to safe driving practices
- Ability to lift and carry large, heavy objects (up to 75 pounds)
- Possesses a knack for mechanical aptitude and the skill to operate hand and power tools and equipment
- Ability to operate a mobile device (i.e. -- Samsung Note)

At Safelite, we drive business performance with an obsessive focus on having talented people who are inspired to deliver great results. Simply put, we believe our people power the performance of our business!

Dispatcher



Safelite® Group is a nationwide family of retail auto glass companies - the nation's leading provider of auto glass repair and replacement services. We are rapidly growing, evolving and striving to become the Natural Choice for vehicle glass repair and replacement services in the United States.

We are currently looking for a Dispatcher to join our team! This position serves as the primary liaison between customers, technicians, and the local market to schedule, route, track, and invoice orders.

Responsibilities:

- Operates computer systems to schedule, route, track and invoice the work performed by Safelite® technicians.
- Maintains proper radio communications with technicians.
- Reviews completed work orders with installers for accuracy prior to invoicing.
- Removes any unused inventory from completed work orders.
- Maintains a high level of knowledge about glass parts.
- Maintains updated familiarity with local/assigned market (i.e., location of streets, subdivisions, businesses) and provides accurate directions for technicians when needed.
- Ensures proper information is on routing manifest and work orders before technician leaves facility.
- Maintains daily paperwork and technician files; ensures timesheets are printed, signed and filed.
- Tracks vehicle mileage and maintenance records.
- Identifies and handles inaccuracies in store parameter maintenance.
- Calls customers to confirm appointments and notify them of any schedule changes.
- Resolves customer issues (warranties, missed appointments, reschedules) in a courteous, professional and timely manner.
- Works cooperatively with team to ensure overall efficiency of local operation.

Qualifications:

- High School diploma or GED required
- 2+ years of customer service experience required - 1+ years' experience with dispatch practices and procedures
- Experience with transportation dispatch preferred
- Proficient with routing and mapping devices and the geography in the areas understanding how to get from point to point in the most efficient way possible (understand traffic flow, geographic features).
- Ability to provide world class customer service - Demonstrated experience with the ability to analyze situations and provide solutions

<http://www.safelitecareers.com/>

Did mom eat lunch? Sometimes it's hard to get dressed.
Is dad feeling well today?
I do need help getting around. Can mom get to her appointment later today?
Is mom alright? Mom could use some company.
How is she?

What if mom falls ...and no one is there?

I do need help sometimes.
She looked confused, I'm so busy.
Mom needs groceries.
I can't reach them.
Did dad eat today?
I can't do this alone.



 **SYNERGY[®]**
HomeCare
www.synergyhomecare.com

A Career in Kindness

If you are the kind of person who gets satisfaction from bringing joy into other people's lives, a career at your local SYNERGY HomeCare office could be the best job you've ever had. Whether you are looking for a full-time job or part time employment, being a member of our CareTEAM offers a unique opportunity to do important, fulfilling work in the home care industry and to build close, caring relationships that endure.

If a profession in home care sounds interesting to you, please browse our current career opportunities and apply online. Caring people like you are needed all over the country!



Don't do it alone

If you and your family can't meet all of your loved one's needs to remain independent and maintain a high quality of life, it's good to know SYNERGY HomeCare offers a variety of services that can fill the gap. If you would like a free home assessment or answers to your questions and concerns, visit us online at SynergyHomeCare.com.

Call 1-877-644-2373 to be connected to the office near you.



CAREGIVERS AND CNAs - GREAT PAY AND BENEFITS!



WE HAVE IMMEDIATE NEED FOR CAREGIVERS. CONTACT US TODAY FOR A STREAMLINED HIRING PROCESS! WE WANT TO PUT YOU TO WORK!

WE HAVE HOURS - If your current employer has cut your hours, apply with us, we have lots of clients and hours to assign you!

Apply today by clicking here: <https://shc108.ersp.biz/employment/>

WHY SYNERGY?

Because we care! Be part of the BEST home care agency. Training and continuing education - bonuses paid for annual training! Strong office support and team environment

CNA sponsorship available

DUTIES AND RESPONSIBILITIES:

- One-on-one care to clients in their private home
- Assist with activities of daily living such as dressing, bathing, toileting assist and mobility - Provide companionship, conversation, mental stimulation - Light housework and meal preparation
- Accompany client on errands, appointments, doctor visits
- Observe, document and report changes in client's condition

Up to \$12.00 per hour depending on experience and licensure.

- Caregiving employment experience preferred, may include experience caring for family members - Current CPR and First Aid Certifications required before starting (we can help you with getting these) - Current TB test results required before starting
- Need valid driver license and proof of car insurance
- Need reliable vehicle for transportation



JUMPSTART GETTING HIRED BY APPLYING HERE:

Apply online at www.abm.com

IMPORTANT TO NOTE:

You must do your research...you have to educate yourself on who they are, what they do and what makes them successfully be able to successfully answer "tell me what you know about my company..."

HIRING CRITERIA:

- Must pass a 7 year background
- Drug Screen
- Some Schools require a Fingerprint Clearance Card

WHO WE ARE:

In 1909, ABM began as a small window washing company in San Francisco with one employee. Through organic growth and strategic acquisitions, ABM today serves thousands of clients in multiple industries with a vast



labor force of nearly 100,000 employees. Generating more than \$4 billion in annual revenues while operating throughout the U.S. and several international markets...

VALUES & CULTURE YOU CAN COUNT ON

ABM's relationship with our clients is built on our core values: respect, integrity, collaboration, innovation, and excellence. Every employee at ABM knows this and puts it into action at every job site. We have a culture of learning, teamwork and mutual accountability. We believe in integrity, compliance and good corporate citizenship. We bring added value to our clients not only through the many services we perform, but because of who we are and what we believe. Our values and culture guide us to continually provide consistent, quality, and reliable service to our clients and build enduring relationships.

NOTE: THIS IS IMPORTANT TO KNOW AS THIS IS WHO THEY ARE....

INDUSTRY AWARDS:

- ABM Healthcare Support Services Named One of America's Best Places to Work for 2014 by Modern Healthcare
- ABM Franchising Group Support Department Honored as Bronze Stevie® Award Winner in 2014 American Business Awards

=====

ALL JOBS ARE CAREERS @ ABM

ABM offers a wide variety of service-related positions, including electricians, HVAC technicians, and security officers, parking attendants, and cleaning jobs. ABM cares about your success.

We provide training so that you learn new job skills and take pride in the quality service you're giving to clients.

You'll look like the trained professional you are when you wear an ABM uniform. For your health and safety, we use non-toxic cleaning products and up-to-date equipment.

Our internal training program focuses on teaching you the skills and processes that have helped many of our employees starting out as a janitor, cashier, and security

officer or building engineer grow into various management roles throughout the company.

THESE JOBS AREN'T YOUR EVERYDAY AT ABM; THEY ARE CAREERS.

With more than 350+ offices located throughout the country, a job as a janitor, cashier, security officer or building engineer is available right around the corner from where you live. To inquire about great cleaning jobs near you, use our Office Locator to find an office location and hours to apply in person.

ABM EMPLOYS MORE THAN 100,000 PEOPLE IN HOURLY SERVICE POSITIONS.

We are always accepting applications for janitorial maintenance, landscaping gardeners, security guards, parking attendants, shuttle drivers and building engineers.



EXPERT JANITORIAL SERVICES @ ABM

There's more to janitorial services than a mop hitting the floor. Environmental concerns and new technologies have taken commercial cleaning service to a new level. ABM Janitorial Services combines today's technology with more than 100 years of innovative experience. That means we can offer you a full range of solutions based on your individual needs – at one site or for multiple locations nationwide...

ABM UNIFORM PROGRAM

ABM clients will always be able to recognize

ABM employees because they'll proudly be wearing the ABM name.

The professional image of our service employees is just one more way ABM works to enhance the overall image at your property.

As the old saying goes, we are often measured by the company we keep. Our uniformed service employees help you project an image of quality and professionalism at your facility.

SAFETY & TRAINING @ ABM

All ABM employees receive general safety training as well as specialized safety training as warranted by their assigned duties. Likewise, our staff is trained to

consider the health and safety of the people around them, such as building occupants and visitors.

Company-wide, standardized janitorial processes promise quality service for our clients with every action, every day. Our service-delivery training program focuses on teaching the very processes that have made ABM a leader in the industry. Extensive on-the-job training of all cleaning, chemical, equipment, and safety procedures ensure that our qualified staff outshines the competition by delivering better results faster.

GREEN CLEANING PROGRAM @ ABM

By aligning environmental issues with key business goals, our GreenCare® cleaning programs are not only good for the environment, it's healthier for your occupants and good for your business. We train our janitors on our standardized process, including proper chemical dilution, which means a cleaner and healthier environment for facility tenants and visitors.



Many of their jobs pay very well and they always have a large number of openings.

Your background MAY be an issue as many of their locations are in schools, government offices, businesses or large factories.*

PEOPLE WITH BACKGROUND ISSUES

* Their job description(s) are fairly good at telling you if you should apply or not.

The concept is that if they do not say anything, apply and roll the dice...

DO NOT ASSUME YOU KNOW...

If you go over there with you "A" Game and you have done your job correctly in frontloading the conversation with your skills (THAT MATCHES WHAT THEY ARE LOOKING FOR) and got them wanting you...

Bet that you will not need 100% to pass their check...maybe, you can slide in with a 69% or they will try to find something for you?

Remember that they are a billion dollar corporation with 100,000 employees.

THERE ARE 7 OFFICES IN YOUR AREA

- A. Sky Harbor International Airport Terminal 4, Level 1, Door 7, Phoenix, AZ 85034
- B. 642B N. 17th Avenue, Phoenix, AZ 85007
- C. 2632 W Medtronic Way, Tempe, AZ 85281
- D. 2320 E. Jones Rd. Phoenix, AZ 85040
- E. 4745 N. 7th Street Ste. 102, Phoenix, AZ 85014
- F. 4000 N. Central Ave. Ste. 1750, Phoenix, AZ 85012
- G. 3602 E Southern Ave 1 & 2, Phoenix, AZ 85040

SHOULD I APPLY HERE OR GO TO THE JOB FAIR?

At this hiring event the range of offerings will be from high end, high tech cleaning professional but, most jobs will require little or no actual experience. Don't be confused as there is a big difference between experience and skills. While a job may not require actual experience this that does not mean that you do not have to have a related skill set to do the job. If possible read the job description very closely to see if they need experience or skills.

HERE IS A GOOD EXAMPLE!

OS - Cleaner

Position Summary:

Responsible for performing general cleaning and upkeep of assigned area within a specific building. Specific tasks are not guaranteed, therefore, must be flexible in performing assigned duties as outlined below:

Essential Duties:

- Empty, clean all waste receptacles, and remove waste paper and rubbish from the premises to designated area; damp wipe receptacles as necessary.
- Empty and clean all ashtrays, screen all sand urns supply and replace sand as necessary.
- Vacuum all rugs and carpeted areas in offices, lobbies, and corridors.

- Hand dust and wipe clean all office furniture, files, fixtures, paneling, windowsills, and all other horizontal surfaces.
 - Damp wipe and polish all glass furniture tops.
 - Remove all finger marks and smudges from vertical surfaces, to include doors, doorframes, around light switches, private entrance glass, and partitions.
 - Wash, clean and disinfect all water coolers.
 - Sweep, with broom, all private stairways, and vacuum if carpeted.
 - Police stairwells and clean or damp mop spillage.
 - Damp mop or clean any spillage in office and public areas as required.
 - Damp dust telephones.
 - Dust all picture frames, charts, graphs, and similar wall hangings.
- Damp dust all ceiling air conditioning diffusers, wall grilles, register and other ventilating louvers.
- Dust the exterior surfaces of lighting fixtures, including glass and plastic enclosures.
 - Keep slop sink rooms in a clean, neat, and orderly condition.
 - Wipe clean and polish all metal hardware fixtures and other bright work.
 - Dust and/or wash all directory boards as required, remove fingerprints and smudges.
 - Clean entrance door glass inside and outside.
 - Sweep or dust mop floors.
 - Sweep or damp mop outside entrance areas.
 - Properly clean and buff tile floor services as needed.
 - Follow all safety and personnel rules and regulations.
 - Perform other duties as assigned.

Minimum Requirements

- Must have ability to work with other crew members and be able to take direction from Supervisor.
- Must be able to perform all physical aspects of the above job duties.

•PREVIOUS EXPERIENCE PREFERRED BUT NOT REQUIRED.

NOTE: This is what we are talking about. After a very detailed description of the skills needed, they let you know that actual work experience is not a requirement. See the difference? It is like the old man use to say “If the job is riding a bicycle, I don’t care where you learned to ride it but, I am very concerned that you know how to...”

TAKE THIS TEST: *(To see if you should apply for this job)*

- Do you (have you) know how to mop a floor?
- Can you run a vacuum cleaner?
- Do you know how to sweep the kitchen floor?
- Do you know how to wax a floor?
- Do you (have you) know how to dust?
- Do you know how clean windows?
- Do you know how to clean a mirror (what steps)?
- How do you remove a stain from carpet (what steps)?
- Do you (have you) know how to clean your own room?
- Do you know how to make a bed (what steps)?
- Do you know how to wash sheets and towels?
- Do you know of to fold sheets?

If you answered the majority of these questions with “yes” then, you are (almost) over qualified to be in the cleaning industry. The question of “IF” you get hired will have nothing to do with your skill set.

The reason will come down to:

- Availability or your lack of availability to work the days and/or hours that they employer needs you to work.
- Also is your motivation or your lack of interest in the employer’s company and/or the specific job that you applied for. If you come across as this is your job of last resort or that you don’t like this type of work or that you will take this until you get a better offer.

If you follow the simple program of the Used Job Shack, do your homework and take your “A” Game with you to their interview, then you stand a good chance of getting that job.

The employers are looking for someone who has the basic skills, abilities and desire to learn to become a professional. Every time natural skills and abilities are enough to get you a job. If you add to that open availability and a desire to do the job that you applied for you are a dream applicant to that employer.

BUT I HAD TO STAY HOME AND TAKE CARE OF THE KIDS!

Remember many of these jobs do not require professional experience but as you saw, many skills and abilities to do things. Also, consider that you will be meeting with a hiring manager instead of having to depend upon the ability to correctly do an application and this makes the process as simple as knowing what skills they need and being able to demonstrate that you do.

As you are not a seasoned pro and are not sure that you know what skills and abilities that will be required, you seem lost.

Get unlost by getting yourself over to ONET ONLINE and discover your job seeking BFF.



O*NET OnLine

A proud partner of the **americanjobcenter**® network

Here you will find that the US Department of Labor has already done all the work for you with a 5-6 job description of hard and soft skills.

<http://www.onetonline.org/find/match/3/37-2012.00?s=housekeeper>

HOW I GOT MY JOB @ ABM...

JANITOR - I applied in-person

INTERVIEW: I was invited to their job fair; I went and was offered a job. I was given the wrong information about where to complete my paperwork, and when I attempted to contact their office, I was given the run around. Maybe they only want to hire certain types of people, but I was very disappointed, especially since I really needed a job.

INTERVIEW QUESTIONS:

- Told me the salary and asked if I wanted the job. That was it.

JANITOR - I applied in-person. The process took 5 weeks

I applied in-person. The process took 5 weeks

INTERVIEW: Hiring was done via the internet and had a lot of questions relating to violence and drug use. Then it took them about 3 weeks to get a background check done. The interview went very quick as it was just a basic info they needed. After that it was watch this video

INTERVIEW QUESTIONS: The hardest question was “do you do drugs?”

CLEANER - I applied through an employee referral. The process took 1 day
INTERVIEW: They hired me because I have previously work experience and they need people to be a seasonal replacement, also was easy you apply online first and later they calling you.

INTERVIEW QUESTIONS:

- How many years you have cleaning/janitor/housekeeping/porter/custodian experience?
- Are you available to work any shift/holydays/weekends?
- Do you have any criminal record or felony record?

=====

2016 Arizona Landscaping Handbook Is Available

Are you a new community manager, or board member for your community or multi-housing complex?

Do you wish you had a landscape items? Perhaps an Oleander needs to be article that explains turf

book for you and it's free! information form below

Desert Classic Landscaping

quick guide that explains you need to know when trimmed or a handy transition?

If so, we have the perfect Just fill out our

and we will mail it to you for no cost.



Desert Classic Landscaping was established in 2002

It has galvanized its reputation as a landscape installation leader by bringing together several highly respected companies with a diverse menu of services and deep knowledge of all aspects of landscape management. In so doing, Desert Classic has become a one-source service provider, meeting all of our clients' needs as pertains to landscaping. We offer clients a combined 50 years of experience in Phoenix landscaping design, management, construction, masonry and arbor care, and we employ some of the best landscapers Phoenix has to offer.

Today, Desert Classic employs over 250 landscapers and arbor care professionals with a working fleet of 100+ landscape-care vehicles and with the latest and most sophisticated landscape-care equipment.

We have quickly become the pre-eminent homeowner association and commercial landscape management company in the Valley of the Sun by offering our clients a



single source provider for professional, high-quality and cost-effective landscape design, landscape management and arbor care services.

We're a technology company. But we're also an amazing group of people. When you call us, you'll talk to people with the patience and experience to genuinely help. We understand what it's like to spill water on a cell phone or have a hard drive crash on a term paper. We replace. We fix. We find. We solve. We keep you in the game - Asurion Life's Operating System™.



We are 16,000 strong...

We're ready to make that 16,001.

At Asurion, we don't just redefine—we reinvent. We began by establishing a culture that rewards results and isn't confined by hierarchy. As a result we have achieved phenomenal growth.

Today, this entrepreneurial spirit is as strong as ever.

It's in our DNA

We foster a culture where our team members are encouraged to daily make a difference—for our clients, customers, and themselves. Our dynamic and rewarding environment ensures that every team members has the opportunity to reach their full potential...

“At Asurion, I have the opportunity to think outside the box and test creative solutions for projects from ideation to execution. This keeps me on my toes and makes every day fresh and interesting.”

- Taylor in Marketing



Grow with us

At Asurion, we don't just redefine—we reinvent. We began by establishing a culture that rewards results and isn't confined by hierarchy. As a result we have achieved phenomenal growth. Come learn what Asurion is all about.

Tasha

Facilities in Nashville, TN

Not a day goes by at Asurion that is the same as the last. The days go by very fast- even too fast sometimes- but I love the variety and pace. A highlight of working here the past four years has been the chance to meet and get to know so many talented and interesting people.

My free time is kept busy with my family and pets, teaching Zumba classes (both at Asurion and a local gym), and working towards completing my Facilities

Management Professional Certification. Fun fact: I'm not afraid to explore new places. I am originally from Tennessee is the fifth state

Marcus

Premier Support in Nashville, TN

I have been with Asurion love the strong positive opportunity to provide while working with the latest When I'm not helping keep for our customers, I love to fish and play football. I played college football at the University of Mississippi (Ole Miss) and was part of the 2011 Arizona Rattlers Arena football team.



New England, and I've called home.

since the fall of 2011 and culture. I get the premium customer service in cutting edge technology. technology up and running

Premier Support Specialist– South Phoenix

Do you want to save someone's day today? Asurion is seeking service-minded people to join our team of full-time Customer Support Technicians. Successful candidates are passionate about helping others and comfortable learning about new technology.

What will you do?

- Be a hero for our customers by solving tech-related problems.
- Support many of the popular technology products in the market today.
- Be a friendly advisor to our customers focused on meeting their needs.

Our ideal candidate:

- Is focused, patient, and solutions-oriented.
- Enjoys trouble-shooting technology and helping others.
- Comfortable learning about a variety of technology platforms.
- Able to manage multiple applications running at the same time.
- Has top-notch listening skills.
- Is self-motivated, stays on task, and takes initiative.
- Is the go-to person friends and family call on for help with their apps and gadgets.

What you can expect from us:

- You'll be set up for success with up to six weeks of interactive training and ongoing coaching to teach you everything thing you need to know to build your technical expertise.
- You'll receive competitive pay and benefits – including bonuses based on performance, paid time off, and resources for ongoing career and professional development.



- You'll have fun! Every day is casual Friday around here, and we have on-site ping pong, foosball, and other games and activities at each location.

Interested? Want to learn more about this position? Check out this video.

<http://careers.asurion.com/arizona/premier-support/premier-support-specialist--south-phoenix-jobs>

Requirements:

- High school diploma or GED and preferred 1+ year of customer service experience.
- Great communication and interpersonal skills.
- Available to attend six-week training on a fixed schedule that may include weekends.
- Flexible to work between the hours of 6:00 a.m. to 12:00 a.m. including weekends and holidays with the possible to flex up or down on hours depending on business needs.
- Pass a pre-employment background check and drug screen.
- Bilingual (Spanish-English) communication skills are a plus.

Premier Support Specialist – North Phoenix

<http://careers.asurion.com/arizona/premier-support/premier-support-specialist--north-phoenix-jobs>

=====

Supervisor, Premier Support Solutions - Phoenix, AZ

<http://careers.asurion.com/arizona/premier-support/jobid10033500-supervisor,-premier-support-solutions-jobs>

=====

IMPORTANT: APPLY ONLINE BEFORE THE JOB FAIR!

=====



**APPLY ONLINE BEFORE
THE DAY OF JOB FAIR**

Kroger, one of the world's largest retailers, employs nearly 400,000 associates who serve customers in 2,625 supermarkets and multi-department stores in 34 states and the

District of Columbia. With

more than \$108.5 billion in sales in 2014, Kroger ranks 20th on the Fortune list and we continue to grow. Recognized by Forbes as the most generous company in America, Kroger is a leader in feeding the hungry, supporting breast cancer awareness, assisting local schools and community organizations, and supporting members of the armed forces and their families. Careers with The Kroger Co. and our family of companies offer competitive wages, flexible schedules, benefits and room for advancement.



Fry's Retail Hourly	Phoenix, AZ, US, 85020	850 E Hatcher Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85037	8325 W Indian School Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85013	744 W Camelback Rd
Pharmacy Tech Non-Certified	Phoenix, AZ, US, 85013	744 W Camelback Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85033	6601 W Indian School Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85042	520 E Baseline Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85016	4724 N 20Th St

Assistant Bakery Manager	Phoenix, AZ, US, 85016	4724 N 20Th St
Pharmacy Tech Non-Certified	Phoenix, AZ, US, 85016	4724 N 20Th St
Fry's Retail Hourly Associate	Phoenix, AZ, US, 85028	4707 E Shea Blvd
Home Department Apparel Clerk	Phoenix, AZ, US, 85028	4707 E Shea Blvd
Bistro Chef	Phoenix, AZ, US, 85028	4707 E Shea Blvd
Fry's Retail Hourly	Phoenix, AZ, US, 85018	4505 E Thomas Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85009	4230 W McDowell Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85029	4204 W Cactus Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85032	4025 E Thunderbird Rd
Cake Decorator	Phoenix, AZ, US, 85032	4025 E Thunderbird Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85086	39508 N Daisy Mountain Dr
Cake Decorator	Phoenix, AZ, US, 85048	3949 E Chandler Blvd
Fry's Retail Hourly	Phoenix, AZ, US, 85048	3949 E Chandler Blvd
Home Dept Apparel	Phoenix, AZ, US, 85048	3949 E Chandler Blvd
Fry's Retail Hourly	Phoenix, AZ, US, 85044	3616 E Ray Rd
Pharmacy Tech Non-Certified	Phoenix, AZ, US, 85044	3616 E Ray Rd
Fry's Retail Hourly	Phoenix, AZ, US, 85029	3511 W Peoria Ave
CertPharmacy Tech	Phoenix, AZ, US, 85029	3511 W Peoria Ave

Grow a career filled with pride

We want the kind of people who want to grow with us, who are inspired to become part of our team, and take pride in everything they do. So whether you're just starting out, an experienced professional or looking for the flexibility of part-time - we welcome you to apply...

Fry's Food Stores have been serving the Arizona community for over 50 years. Our more than 17,000 Associates serve over one million households per week in our stores. Fry's is also a proud member of The Kroger Co. based in Cincinnati, Ohio, one of the nation's largest retailers.

At Fry's, we know that offering our Associates advancement opportunities not only keeps our company competitive, but it also helps our Associates grow into strong leaders. Mentoring programs, cross-training, management courses, educational resources and more make Fry's a great place to turn a job into a lifelong career. Fry's is committed to serving the communities that we live and work in. We're proud to partner with organizations, both large and small, and support many local worthy causes. Fry's has won awards for our fundraising efforts, community campaigns and volunteerism.



PECKHAM ONSITE RECRUITMENT EVENT

FULL and PART TIME POSITIONS AVAILABLE
\$12.65 per hour, Plus a \$4.27 Health & Welfare Benefit per hour

Minimum Hiring Requirements:

- High School Diploma or equivalent
 - Individual with a disability
 - English language proficiency; both written and verbal
 - U.S. Citizen
 - No criminal misdemeanor or felony record
 - *Customer service and call center experience a plus*
-

POSITION: CUSTOMER SERVICE REPRESENTATIVE

(Inbound Information Contact Center, no cold calls, no sales)

To be eligible for these jobs, you should: have a documented disability; be a U.S. citizen; must have a high school diploma or equivalent; be able to pass a federal background check...

LOCATION: Peckham, Inc.

**13450 N Black Canyon Hwy, Suite 200,
Phoenix, AZ 85029**

APPLY: PART TIME: <https://goo.gl/YpzTrm>

FULL TIME: <https://goo.gl/BYoe6F>

Candidates should attend to learn more about the positions & facility, complete an application and be scheduled for an interview. There will also be on-site interviews available.

Peckham Inc. is an award winning nonprofit organization that provides paid job training to individuals with disabilities and other barriers. Visit www.peckham.org to learn more.

Equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities

Incoming Contact Center Jobs For Persons with Disabilities*

**These jobs are part of Peckham's vocational rehabilitation efforts. Applicants are eligible to apply for these positions if they have a disability that has created a barrier to employment.*

Peckham, Inc. will be hiring over 350 contact center agents over the next few months for an incoming call center in Phoenix, Arizona.

These full-time contact center jobs involve answering phone calls from U.S. citizens and using a computer-based knowledge system to answer general questions about policies, practices, procedures and other data to assist callers. These jobs pay \$12.65 per hour with a \$4.27 per hour health and welfare benefit you use to purchase your benefit options.

Individuals with bilingual skills in Spanish and English, are highly encouraged to apply.

To be eligible for these jobs, you should: have a documented disability; be a U.S. citizen; have a high school diploma or equivalent; be able to pass a federal background check.

Minimum Hiring Requirements:

- High School Diploma or equivalent
- Have a qualifying disability
- English language proficiency; both written and verbal
- U.S. Citizen
- Good credit history
- No criminal misdemeanor or felony record

Minimum Requisite Skills and Knowledge:

- Oral and written communication skills sufficient to facilitate clear and accurate information exchanges with customers
- Ability to control the pace and flow of the inquiry/request and manage call time effectively
- Ability to handle inquiries and requests in a courteous and professional manner, including calls received in crisis situations
- Ability to follow protocol and to apply sensitivity and discretion in handling confidential information
- Ability to gather information to determine customers' needs; apply problem solving skills and resolve the inquiry/request effectively

- Computer and keyboarding skills sufficient to record information from the inquirer in an accurate and efficient manner
- Ability to respond to inquiries in English; both written and verbal
- Ability to take direction within a team setting and complete team related work promptly

Key Competencies

- Oral and written communication skills
- Fluent in English
- Customer service orientation
- Problem analysis and problem-solving
- Ability to work independently and as part of a team
- Adaptability
- Planning and organization
- Attention to detail
- Stress tolerance

Training and Continuous Education: This position may require initial training, on the job training, subsequent training and continuing education, all of which will be outlined and facilitated by the training department or some other approved means.

Security: Many of the positions through the Business Services Division require a security clearance. Thus, the candidate/employee must pass and maintain appropriate security and background checks as required for each area and/or contract. The extent of the security and background check may vary by position. Employment may also be contingent upon successful security and background checks and may be run on an ad hoc basis. Required security and clearance checks will be completed at no financial cost to the candidate.

To determine if you are a potential candidate for this position, we will review the following:

- Criminal history
- Credit history
- Employment history

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty to a satisfactory level. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential

functions. The individual must also have access to reliable transportation to and from work.

Language Skills: Ability to read and interpret documents such as safety rules, operating and maintenance instructions, procedural manuals and work instructions. Ability to write routine reports and correspondence. Bilingual in English and Spanish highly desired.

Mathematical Skills: Ability to calculate figures and amounts. Ability to apply concepts of basic math.

Reasoning Ability: Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form and the ability to deal with problems involving several concrete variables in standardized situations.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the individual will be required to multitask. The employee will also be required to speak, listen, read, and use a computer simultaneously during their scheduled shift. Individuals will be required to be mobile throughout the building.

Work Environment: Individuals will work individually, and therefore are required to work well independently; however, they will also be a member of a team and therefore must be able to work in a team atmosphere. Individuals will work in a cubicle for the majority of their scheduled shift. The tasks of the call center are repetitive in nature. The noise level is generally moderate. The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Other Information:

The above job description describes the general nature and level of work to be performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required for the position.

This job description in no way states or implies all duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in compliance with Federal and State Laws.

Peckham, Inc. is an equal opportunity/affirmative action employer and is operated in accordance with a policy which does not permit discrimination because of race, color, sex, age, handicap, national origin, or any other artificial characteristic.

Job Description Summary:

Worker Sub-Type: Team Member

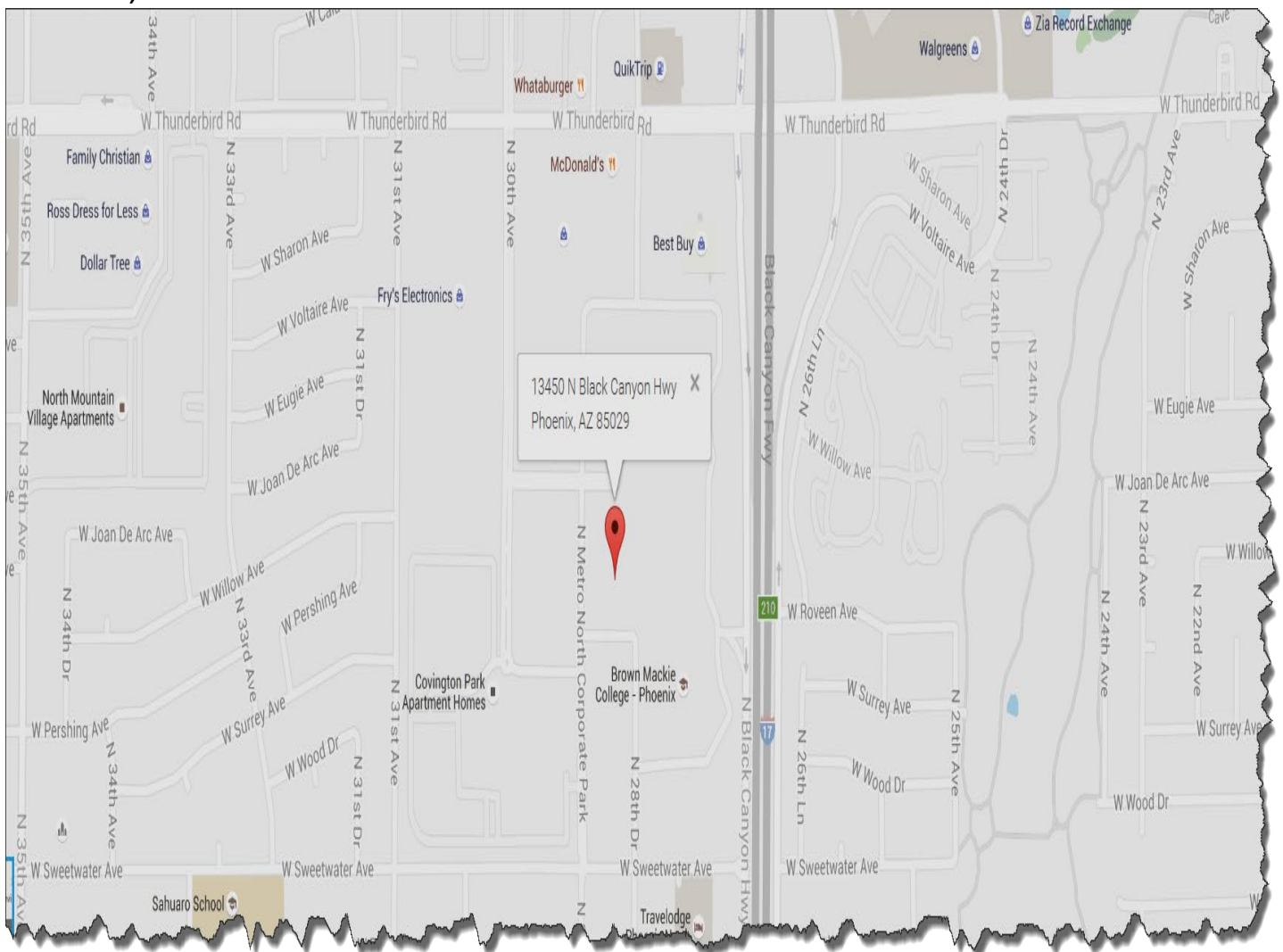
Location: Phoenix, AZ

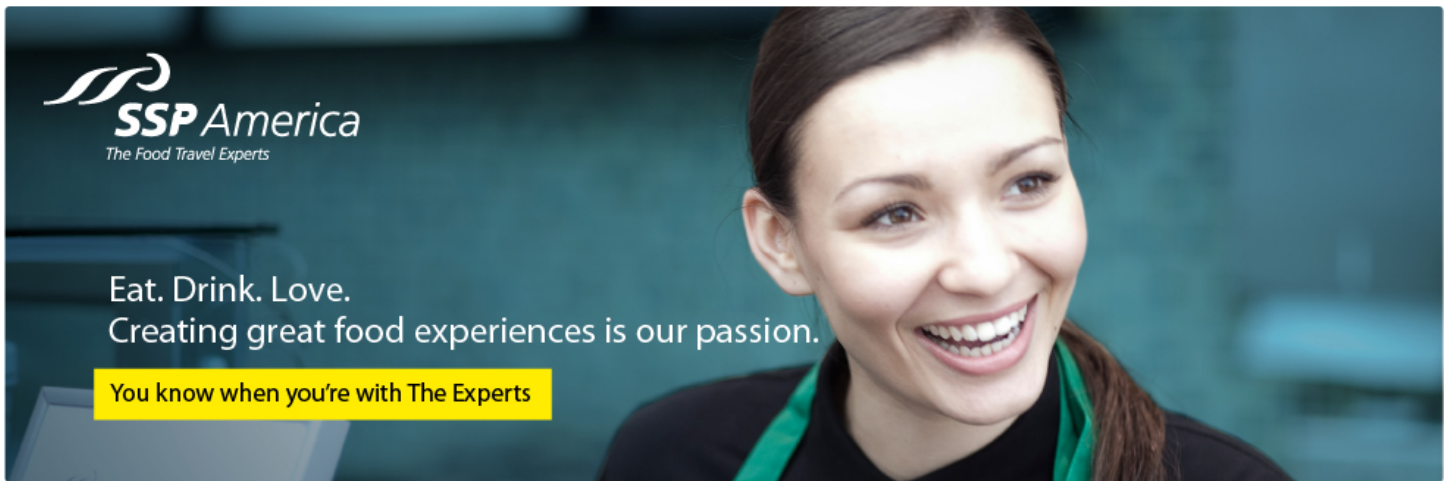
Business Line: Business Services Team30Full time

<https://www.peckham.org/Home/Employment-Opportunities/Phoenix,-AZ.aspx>

=====

Black Canyon Operations - 13450 N. Black Canyon Hwy Suite 200,
Phoenix, AZ - 480.400.5001





WE ARE HIRING...LIKE RIGHT NOW!

**Warehouse – Maintenance- Cooks –
Cashiers – Counter Helpers – Dishwasher
and just (in general) friendly people who
want to work!**

HIRING TUESDAY ONLY!!

TUESDAY ONLY OPPORTUNITY!

**This is a very limited opportunity to go from just another junk,
dead end job to what could be an exciting career with one of the
top tiers, and leading company in the Travel Food Industry that
could span countless locations around the world...**

You future is in your hands...choice wisely!!

When: Tuesday, April 19th 1:00-3:00pm

Where: UMOM Activity Room

ATTN: UMOM CAMPERS!

**Make sure you start your conversation with "I am from UMOM...I live here in
the neighborhood!" It will work magic...especially if you study our
employment guide too...availability or the lack of it makes the difference
between "You're HIRED!" and "Thank you very much...we will let you
know..." If you got what the employer needs...flaunt it...don't be shy...**



NOTE: Must be able to pass a felony background check to get the required airport badge. Go here to see what they requirements are - it is not as clear cut as you are thinking and there are charges that are not even on their list...

- Have you ever tried to hijack an

airplane?

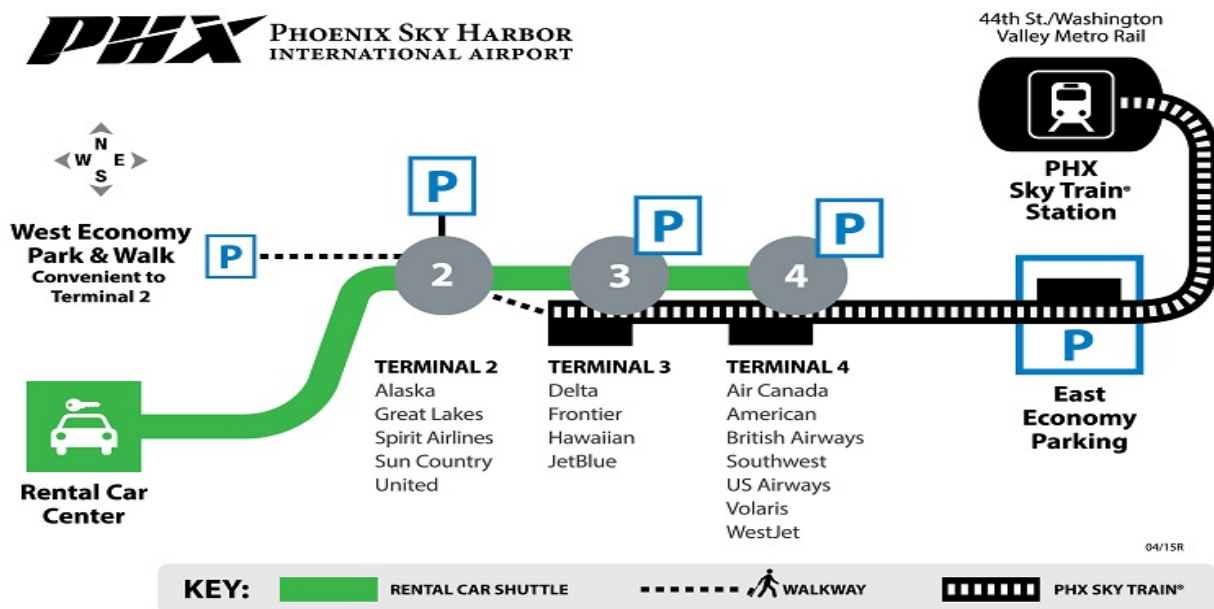
- Have you ever tried to blow up an airplane?
- Are you on the no fly list?
- Do people complement your picture that is on display at the post office?
- Do you have an outstanding warrant? (Which should mean that you should not go apply anywhere where they do a federal background check...as they will know where to come find you...just a word to the wise!)
- Were you featured on America's Most Wanted?

If not then you may be good to go...

DON'T ASSUME...KNOW!

<http://skyharbor.com/about/securitybadging.html>

GETTING AROUND THE AIRPORT COULDN'T BE EASIER



The PHX Sky Train® Is free to the public

The PHX Sky Train® is an automated train that transports travelers between Valley Metro Rail at 44th and Washington streets, the East Economy Parking area and airport terminals. 15 minute walk from UMOM & it is **FREE!!!**



The PHX Sky Train® runs 24-hours a day with predictable travel times – arriving at stations about every three minutes during peak periods and delivering passengers to their destinations within five minutes of boarding...

THE KEY HERE IS TO KNOW

WHO THEY ARE!

We are recognized as The Food Travel Experts because of the accumulated knowledge, experience and skills within SSP to operate food and beverage brands to the highest standard in travel locations. We deliver the best part of the journey for our customers by providing great food and drink, welcoming environments and exceptional service.

We are customer focused

Being customer focused means that we empathize with our customers' needs, making their satisfaction our priority. We exist to serve our customers first. If you are not serving a customer, you should be serving somebody that is.

We are passionate about food (cooking)

Great food and drink is one of life's true pleasures. We are passionate about high quality, good value and full flavored food and we appreciate the opportunity to share our passion with our customers. It is this love of food that drives our customers to return to us time and time again.

We find inspiration everywhere

Constant innovation is an essential part of our fast moving business. We are sensitive to our customers' changing needs and find inspiration all around us. We strive to work in a collaborative manner to share, adapt, and develop ideas across the business.

We celebrate our success

We all appreciate being recognized for a job well done, no matter what our position within SSP. By celebrating individual success we recognize the diversity of talent that informs our collective success. It also encourages each of us to go further and enjoy the rewards that come with success.

I can make a difference

Each of us brings with us a wealth of experiences, knowledge and skills that help to deliver the best part the journey. We have the confidence to take the first step when we see a challenge or opportunity and we recognize our individual responsibility to our customers and each other.

At SSP America we are leading the way in 'pioneering' change for the food travel industry.

It is not an easy task, but with an enthusiastic team of people driving for perfection, determination overcomes boundaries and creativity reaps achievements. Our culture breeds talent and encourages continual progression towards achieving better results. We learn from our successes and mistakes, we encourage and reward informed risk taking, and we love the feeling of triumph.

Passion for Service

Our passion for food starts in the kitchen with our chefs and flows straight out into our dining rooms. We believe that great restaurant experiences are not complete without exceptional service. Going that extra mile is all part of the service and we want our customers to expect it when they dine with us.

Investing in Training & Development

Our training and development programs range from customer satisfaction and orientation through to our comprehensive succession planning and talent management process, focusing on the development of SSP's employees. The following are a few highlights from our many programs:

Guest Service Excellence

Smiles are contagious and genuine service is invaluable, especially in an airport environment where stress is often the norm. These are just a few values taught in our Guest Service Excellence training course that our Food Travel Experts must complete in order to ensure we are delivering a positive, memorable experience.

Pathfinder Program

The Pathfinder Program is designed to give practical tools and techniques that can improve core management skills in key areas such as coaching, delegation and prioritizing. All SSP General Managers must complete Pathfinder and undertake a 90-day 'Real Work Challenge'.

Bespoke Management Training

As part of our drive to provide the best possible learning environment and expertise for our staff, SSP has developed a partnership with leading restaurant and hotel school Rosen College, part of the University of Central Florida in Orlando. Rosen College has the world's fastest growing hospitality program, with 2,200 undergraduate staff, 43 full time faculty members and four different degree programs.



From 2008 to the end of 2013, more than 320 SSP managers worldwide completed the college's industry renowned Multi-Site Management Program, which was carefully tailored to the SSP business. The program focused on core business skills and improved the consistency of our operations, enabling us to attract and retain the very best talent to SSP.

THIS IS A MUST READ...

Pioneering change in the food travel industry

You can view a digital version of the SSP America Corporate Brochure below (requires Flash Player). You can also [download a PDF version](http://www.foodtravelexperts.com/america/ssp-download/SSP_America_eBrochure.pdf) of the brochure.

http://www.foodtravelexperts.com/america/ssp-download/SSP_America_eBrochure.pdf

Why should you put in all this extra effort for another interview at another cooking facility?

If you don't already know the answer to this...you are in the wrong spot, reading the wrong thing. To humor you...let's go through this again:

- A. They have just received an 11 year contract with Sky Harbor.
- B. Since they have been here less than 2 years...they are not going anywhere for a long time and that gives you **STABILITY!**
- C. They are young here in the valley but, already, have a rep for promoting from within. Many of the people who went to the initial rounds of interviews (several months back) have already been promoted to leads or supervisors.
- D. They offer benefits from day one.
- E. They are **ONLY** one-half full on their staffing.

We are truly the Food Travel Experts, skilled in combining global reach with a distinctive local touch.

Drawing on our years of global operational insight and experience we can consistently deliver high quality food and beverage services to travelling customers, in often demanding and challenging operational conditions.

<http://www.foodtravelexperts.com/international/page/about/>



THIS IS CRITICAL!!!

When you apply you must know if you are applying for a position at the airport or at the cooking facility because the answers you must give them will be very different from one another due to the fact that they are looking for a very specific type of person for each and they do not mix.

AT THE AIRPORT:

They need an ubberly friendly, people person who can start up a conversation without hesitation. This is necessary

because you are on the service line and deal directly with the public.

AT THE COOKING FACILITY:

A person who is chatty is the "kiss of death" at the cooking facility as they will never get any work done. There are three questions you will be asked and the better prepared you are to answering these questions the quicker you get hired. They do not normally hire on the spot but, they have twice and both times it was a very well prepared UMOM Applicant.

QUESTION 1:

You will be asked this question before you realize that you are being interviewed and is so critical that a wrong answer will seriously end the interview other than for the niceties. The Question is "Tell me what you know about my company?" One of our two direct hires got hired here. He was so prepared that the lady challenged his info and got on the computer to check him out. She was startled and said "I have been with the company for 15 years and I did not know that...WOW!" He was hired on the spot.

If you have read this guide and have done your homework then you will know that the following is important:

- A. They have been in business for _____ years and are in _____ countries.
- B. They have a passion for _____ and a passion for _____.
- C. They have a _____ year contract with Sky Harbor.



D. They represent the following venues (restaurants) _____.

TIPSTER: put this together into starting a conversation with the interviewer instead of reciting mere facts. Here would be the way that we would start:

"I have spent some time on your website and I was very impressed by your company and that you have been in business for...what is it _____years? (Wait for answer) Then I saw you are in...

what is it _____ countries?

But then I read about your passion for _____ and _____.

(Pause for effect)

and the more I thought about it, the more I said that is me...that is what I am all about.

This is when I made my mind up to come down to introducing myself."

QUESTION 2:

Half way through the interview they will ask you "Tell me about yourself."

This is where I will remember how ubber they are into team work and will continue with my hidden message of "I am you and you are me..."

Here is what we would say: "The first thing that you need to know about me is that I am a true believer in team work as everywhere that I have worked where we had a good team, there was nothing that we couldn't achieve...In fact, I so believe in the power of team work, that I have tried to start teams at the places (that I worked) that didn't have a team..."

If you have a good story about team work, please insert here in the conversation...

QUESTION 3:

Your answer to this question will depend upon which location you are applying. The answers do not mix. In fact, we had a young fellow give the cook facility answer



(perfectly) but, he didn't know that job was at the airport and he was not hired. Remember they are looking for a specific type of person for each location. The question is "Why do you want to work for us (SSP America)?" Please keep reading as your answer here means the difference between getting the job or not.

FOR THE AIRPORT: Remember ubber people person is needed here. Here your answer is judged by not only what you say but in how you say it. Remember when you were a kid and you discovered Christmas and Ice Cream? Remember that sense of excitement? Combine those and say something to the effect...

"Work for you at the AIRPORT...Why wouldn't I? This would be the neatest place to work as I am such a people person..."

Have a couple of stories about how you went out of you way to help people...toss in a passion for _____ and _____...and you are on your way to getting hired.

FOR THE COOKING FACILITY: You need a totally different person here. They need a person who is series, looking for more than just another job and who sees the potential of growing with a company that has a _____contract with Sky Harbor.

Our answer would be

"Why do I want to work for you here at the cooking facility? To be truthful, I am tired of dead end, junk jobs...in fact, if I wanted a junk job, I could go get ten of them today. (**PAUSE FOR EFFECT**) I am looking for an opportunity to come into a company like SSP and work as hard as I can, learn as much as I can...and maybe, just maybe...I can turn this into the career that I am seeking. This is why I wanted to come down and introduce myself..."

*****YOU MUST HAVE THE AVAILABILITY THAT THEY NEED...OPEN AVAILABILITY PEOPLE GET HIRED*****

WHEN YOU HAVE TO GO WITH WHAT YOU GOT...

Let us introduce you to a new term that will have more value to you than Dress for Success. The new term is...

“DRESSED TO GET THE JOB”

The primary factor here is to go with what you have and be more concerned with how well your skills/abilities match with what the employer needs.

Clean clothes, a recent bath (shower) and you being able to showcase the skills the employer needs is your real ticket to getting hired and making how you were dressed a non-issue...



THROW OUT THE BARRIERS YOU MAKE FOR YOUR JOB SEARCH:

“BUT I DON’T HAVE INTERVIEW CLOTHES!”

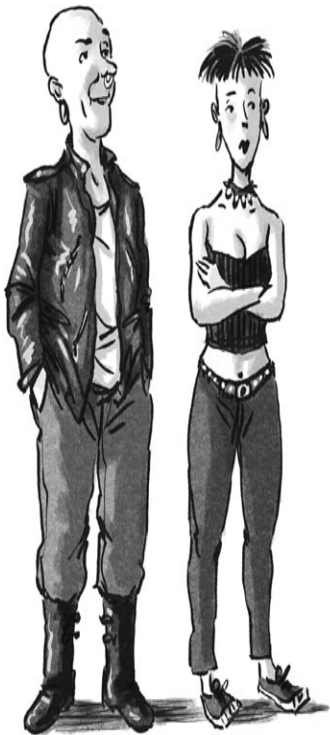
Every day I see good people with great skills eliminate themselves from going to work because they believed that they needed “**INTERVIEW CLOTHES.**”

The sad truth is that what they had was OK because they were not applying to be a corporate bigwig @ IBM but wanted to get an entry level job here in the neighborhood.

These kids have been brainwashed to believe in long dead mythologies about how you must search for a job.

Every day, I see other people (with fewer skills) take their dream job way because they were immobilized by the fear that had been instilled in them about the proper way to dress at an interview. If you need certain clothes, they will tell you what you need and (**FOR UMOM CAMPERS ONLY - SORRY**) we can help you get the clothes that you need to start.

There comes a time...





TIPSTER:

Saw three people lose jobs this week because they gave a bogus contact phone, didn't have any minutes on their phone because they were talking to their cousin about the Walking Dead or didn't have their voice mail set up or it was full.

YOU MUST HAVE A DIRECT CONTACT NUMBER

Which means that you have a phone that you pick up and say "hello."

Or that you can return a call in 30 minutes as the employer gives you a window of one hour before calling the next person.

If you don't call back in that time frame, they will assume that you are working elsewhere or that you really were not interested in the job after all. Then, they will call the next person on their list and they will get your job - not because they were more qualified but, because they answered their phone.

YOU ARE NOT THE IRON CHEF

SO DON'T ACT LIKE YOU ARE ON FOLLOWING UP!

Following up is critical to getting hired as they interview a lot of people with only a few staff to do everything. If you have not heard from them, you need to make the effort to drop by and ask about your status.

DO NOT CALL AS A FOLLOW UP!

Calling them to do a follow up is the easiest way to get a "NO" answer from them because they are very busy. How would you feel if in the middle of



your interview, they had to stop and find some paperwork for some inpatient person calling them?

LAZY PEOPLE CALL! SERIOUS PEOPLE SHOW UP!

Unless they call you and you are returning their call, do not call them for an update. Serious people who REALLY want the job will come down and be prepared to wait for them to have time to talk with you.

This is critical!

This is an important part of the decision to hire you if you are a borderline hire. We have seen companies deliberately leave you sitting in the lobby to see how serious you really are. One time it was almost an hour!

THE WAY THEY FIGURE IT IS THAT IF YOU ARE STILL THERE AFTER AN HOUR...YOU MUST REALLY WANT TO WORK FOR THEM.

Show that you are serious and that you have patience with them as this builds you a lot of goodwill and additional consideration(s).

Feel uncomfortable just walking in and asking if Ms. _____ would have a few moments to talk to you? What we would suggest is: (Go dressed like you are ready to go to work, walk in at a non-busy time AM/PM and say) "I was in the neighborhood and I thought that I would stop by and say hello as I was here the other day for an interview...Oh, would Ms. _____ have a few moments? Would it be possible to ask about my status?"

If they say that she is busy, say "I have some time and I don't mind waiting. Thanks!"

=====

SSP is a leading operator of branded food and beverage outlets in travel locations across 29 countries.

As the Food Travel Experts, it is the partner of choice at 125 airports and over 270 rail stations around the globe. The company's reputation is built on its ability to create the finest bars, cafes and restaurants in the travel sector.

ALWAYS LOOKING FOR

**ALL KITCHEN AND
FOH POSITIONS**

PREVIOUS EXPERIENCE

NOT REQUIRED

***BUT YOU MUST BE ABLE TO WORK
NIGHTS AND WEEKENDS.***

KITCHEN POSITIONS:

- LIFTING MAY BE REQUIRED OF UP TO 50 LBS.
- WASHING DISHES AND OTHER DUTIES AS ASSIGNED.
- UP TO 28 HOURS/WEEK, HOURS WILL VARY. WE ARE FLEXIBLE AND CAN WORK AROUND SCHOOL SCHEDULES AND OTHER OBLIGATIONS.
- WORK ENVIRONMENT IS CASUAL.
- THERE IS 3 WEEKS OF ON THE JOB TRAINING.
- A CURRENT FOOD HANDLER'S CARD IS REQUIRED AND YOU MUST BE ABLE TO PROVIDE PROOF OF EMPLOYMENT ELIGIBILITY.

PLEASE FILL OUT AND SUBMIT AN APPLICATION ON

[HTTP://SPINATOSPIZZERIA.COM/JOIN-THE-FAMILY/](http://spinatospizzeria.com/join-the-family/)



Then come see us @

The UMOM On-Site Job Fair...



Dress for Success - Phoenix

Women's Clothing - 1024 E Buckeye Rd, Phoenix, AZ 85034 - Cross Streets: Between S 11th St and S 10th St



All of the UMOM Ladies will receive a voucher for one professional outfit with accessories. If they then go to work, Dress for Success will offer them an entire week's collection of professional clothes.

**PLEASE PICK UP YOUR VOUCHER AT
Ms. Tanya's office...**

INTERVIEW Mistake: Red Lipstick

Red lipstick will always have an occasion to be worn, but a job interview isn't one of them. Red lipstick communicates romance and glamour—neither of which you're going for in this case—and yes, power as well, but that can send the wrong message. It's such a statement-



-making look, whereas it's probably best to tone it down for a first impression. The most important part of a job interview is connecting with the people in the room and letting your talent, skills, and desire for the job get across. A red lip, or a lip of any bold color, like pink or electric orange, can be distracting, especially if the color gets on your teeth.

SOLUTION: Instead, opt for a sheer lipstick with a hint of color in a pretty pink or rose shade to look polished and pulled together but not overbearing or too flashy. We love the entire Rouge Coco line of lipsticks, which deliver stunning sheer washes of color.

Mistake: Smoky Eye Makeup



Similarly, smoky, smudged eyes are a big no-no for a job interview. They're undeniably sexy, which is exactly the point. They communicate the same thing that bed head does—a devil-may-care attitude with a grunge-rock sensibility. And yes, that applies to the daytime smoky eye as well. Pretty much anything dubbed “smoky” is something to avoid for a job interview. Sultry, smoldering, and alluring are not adjectives you want to describe your “hire me” visual vibes.

SOLUTION: Instead, reach for a soft neutral eyeliner pencil, like the above brown shade by Bobbi Brown (the queen of professional and pretty makeup) for definition and precision on your upper lash line. As a bonus, her easy glide gel liners are both sweat- and humidity-resistant, so you don't have to worry about accidental smudging.

Mistake: Too Much Highlighter—or Anything with Glitter



We get it—you want to glow, and trust us when we say that's our daily skin goal. But a job interview is probably the time to skip liquid, cream, and powder highlighter. You don't want to look like a high beam or cast a weird moonlit sheen.

SOLUTION: What you do want look like is a bright-eyed, awake, energized candidate, so prep your skin with a brightening serum instead. Dior's White Reveal serum is a cult favorite that will illuminate and wake skin up, without leaving it shiny or sparkly.

Mistake: Over-Contouring

There's a compelling list of reasons not to over-contour, especially during daytime, and having a job interview is chief on that list. Over-chiseled features can look harsh and out of place in daylight, and unless you're applying for America's Next Top Model, you don't need to look like Zoolander giving his best Blue Steel gaze.

SOLUTION: Instead, if you want just a little healthy-looking color, apply a light dusting of a matte bronzer on your cheekbones. Our favorite for this purpose is Benefit's Hoola, a completely matte, sparkle-less bronzer that is utterly natural—not orange or too peachy-golden. Don't overdo it, as you don't want to look too tan and vacation-esque.



Mistake: Unblended Foundation

Of course having a clearly visible line of color demarcation between your face and your neck is never a good look, but in a job interview, it can communicate the wrong message. You don't want to look like you rushed to get ready, didn't put enough thought into your appearance, or worse—are clueless. Looks aren't everything, but when you only have a limited amount of time to make a lasting and distinguishable impression, you don't want to come across as haphazard.



SOLUTION: To prevent this from happening, use a sponge like the original Beauty Blender, which makes it

easy to seamlessly blend foundation for a super-natural finish. Then, step into natural light to check your lines and make sure you adequately blended around your jawline and neck.

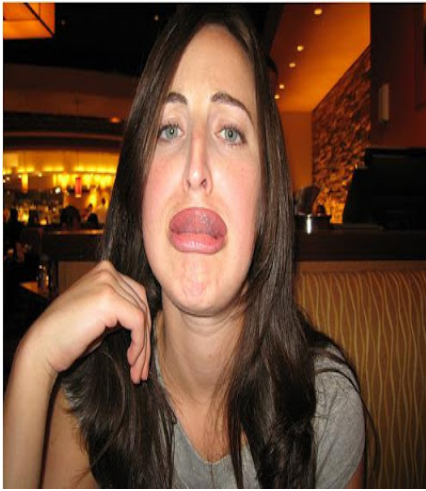
Mistake: Sharply Penciled-In Brows



Overly penciled brows come across as harsh and a little off-putting. Conversely, you want to avoid making them look unnaturally bushy and Groucho Marx-esque.

SOLUTION: For a softly defined brow that's filled in but not severe-looking, ditch the pencils and reach for a brow powder like Smashbox's Brow Tech, which comes in four versatile shades, each of which contains a wax along with a lighter and darker shade for flawless application with an angled brush.

Mistake: Chapped Lips



Your goal in any job interview is to appear polished, and chapped; peeling lips look the opposite of that.

SOLUTION: Slough off any dead skin the morning of your interview using a lip exfoliator or homemade sugar polish, and then swipe on some moisturizing lip balm before applying lip color. That way, your lips will look as smooth as possible for all the self-selling you'll be doing.

UP ON DE SOAPBOX!

The other day, a nice young lady came to see us about a new youth program called "Genesis."

This a new youth employment/education program being offered by Maricopa Workforce that works with youth 16-24 years-old to further their education or in finding them a job.

Well, to be truthful, after just reading the info sheet about the program, we were less than blown away with it - as much seemed to be a lot of cut-N-pasted services from their existing adult services.

But, first looks and assumptions are often wrong and in this case, the longer she (Ms. Kathy Johnson) talked the more it caught my interest.

Anyone here at the UJS will tell ya that not only am I old but, I am very jaded especially when it comes from the Workforce Industrial, Employment Complex.



There was something different in the very tone of this new supervisor and you could easily get swept away by the passion that she has for her program. Add to this the fact, she has surrounded herself with a team as dedicated and hardworking as she is (in fact...I know several of her staff and they would have been the ones that I would have hired for this program, if I had been in charge). They have four Youth Hubs up and running as of this publication:
Avondale Youth Hub, 124 S. 4th Street, Avondale, AZ 85323 623-882-9106 - 9107
Peoria Youth hub, 8335 W. Jefferson St. Peoria, AZ 85345 - 623-878-0416
Tempe Youth Hub, 3500 S. Rural Rd. Tempe, AZ 85282 - 480-350-5824 - 5825
Mesa Youth Hub, 64 E. 1st St. Mesa, AZ 85201 - 480-644-2223 - 3503
If you are 16-24 and life is biting you big time, you are looking for a way to jump start your life and create a future for yourself, give them a call and see how quickly your future can turn around...



WDDYouth@mail.maricopa.gov



GENESIS
Your next step begins here.



Genesis partners with community agencies to offer a wide variety of services to enrolled youth. Youth Career Guidance Specialists provide eligibility assessments, initial intake, objective assessments, case management and individual service strategies.

Genesis Youth Hub Locations

- **Avondale - 124 S. 4th St. Avondale, AZ 85323**

(623) 882-9106 or (623) 882-9107

- **Tempe Escalante Center - 2150 E. Orange St. Tempe, AZ 85281**

(480) 350-5824 or (480) 350-5825

- **Mesa Library - 64 E. 1st St. (Lower Level) Mesa, AZ 85281**

(480) 644-2223 or (480) 644-3503

- **Peoria Community Center - 8335 W. Jefferson St. Peoria, AZ 85346**

(623) 878-0416

For any questions or comments please email us at: WDDYouth@mail.maricopa.gov

Genesis Overview

The Genesis Youth Program assists out of school youth ages 16-24 in furthering their education or finding employment. Enrolled youth participate in a year round program where they receive tools to become successful, productive citizens. Genesis is federally funded by the Workforce Innovation and Opportunity Act (WIOA). Genesis partners with community agencies to offer a wide variety of services to enrolled youth. Youth Career Guidance Specialists provide eligibility assessments, initial intake, objective assessments, case management and individual service strategies.

Program Eligibility

To be eligible for the Genesis Youth Program, out of school youth must be between the ages of 16-24, not attending any school and meet one or more of the following criteria:

- A school dropout
- Within the age of compulsory school attendance but has not attended for at least the most recent complete school year calendar quarter
- Holds a secondary school diploma or recognized equivalent, is low-income and is basic skills deficient or an English language learner.
- Subject to the juvenile or adult justice system
- Homeless/Runaway



- In foster care or aged out of the foster care system
- Eligible for assistance under Section 477 of the Social Security Act (42 U.S.C. 677), or in an out of home placement
- Pregnant or parenting
- Has a disability
- Low-income individual who requires additional assistance to enter or complete an educational program or to secure and hold employment

If a youth does not qualify other services and referrals are available.

How to Apply

Contact your Genesis Youth Hub or email: WDDYouth@mail.maricopa.gov
www.ArizonaAtWork.com/Maricopa

Available Services

Program elements are available to enrolled youth to support their goals. The 14 elements are:

- Tutoring, study skills training, instruction, evidence based
- Dropout prevention and recovery strategies.
- Alternative secondary school services or dropout recovery services
- Paid and unpaid work experiences which may include:
- Summer employment opportunities throughout the school year
- Pre-apprenticeship programs
- Internships and job shadowing
- On the job training activities
- Occupational skills training
- Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
- Leadership development opportunities

Supportive services

- Adult mentoring for not less than 12 months
- Follow up services for not less than 12 months after the completion of the program
- Comprehensive guidance and counseling
- Financial literacy education

- Entrepreneurial skills training
- Services that provide labor market and employment information about in demand industry sectors or occupations available in the local area
- . Activities that help youth prepare for and transition to post-secondary education and training



MENO TO:

**ALL FUTURE APPLICANTS
FROM: FOX RESTURANTS
MANAGEMENT STAFF & HR**

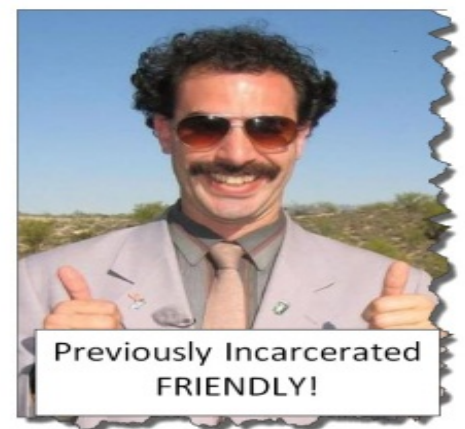
RE: *10 things not to do at our interview(s)...*

It's a potential life-changing event—yet so many people get it wrong. I'm talking about going for an interview for a position you really want; one that could have a dramatic impact on the rest of your life. So, why is it that so many prospective employees don't seem to grasp the essentials of getting the interviewer to fall in love with them and make a commitment to hire them?

While building three successful businesses I've had the opportunity to conduct over a thousand interviews. Let me share with you 10 common faults I've identified from that experience. Avoid them if you really want to get the exciting job of your dreams.

1. Don't Be Unprepared

First of all, don't make the mistake of going into an interview without researching the industry, the company, the boss, and as much as you can about the specific



position. If someone tells me they're at the interview to learn about my company, that's a total turn-off.

The interviewee should have gone out of his way to become knowledgeable and find out in advance everything he could about the enterprise he wants to work for. There are so many online resources today; it's not something that's hard to do. It shows that the candidate is serious about wanting the position. Part of being prepared is also making sure you don't arrive late for the interview. That's inexcusable. Shoot to get to the appointment way ahead of time just in case there are unexpected delays.



2. Don't Go Casual

You must create a good first impression. And that starts with the first moment your interviewer sets eyes on you. We're not exactly a suit and tie company, but it's disrespectful for a potential employee to stroll in wearing a torn T-shirt, jeans and sneakers. It's better to be overdressed than underdressed. You're attending a job interview—not a ball game. **(SAMPLE: KHAKIS & POLO SHIRT)**

3. Don't Be Afraid To Ask Questions

I like inquisitive people. I like people who want to learn. And I actually like people who challenge me. So don't forget that an interview is a two-way street. I'm trying to find out if you'll fit in with the rest of my rock stars and what kind of dynamite

contribution you can make to our success; hopefully, you're curious about the people with whom you'll be working, the Company's culture, exactly what is going to be demanded of you—and the potential for growth within the company. I'm going to be investing in you—so I want someone who's going to make a commitment and be with us long-term. Please don't forget that.



4. Don't Use Clichés

I've heard them all. "I'm a problem-solver." "I'm a real team player." "I'm a perfectionist." I don't need to hear general descriptions of how great you are (especially those clichés). I do want to hear specific examples of your successes and who the inner you is? What character in any relationship do you value the most? What was the highest moment in your life and the most struggling? How did you react and prosper?

5. Don't Trash Your Current Employer

You may well be unhappy at your current company. I don't need to hear it. If you speak ill of your current employer what's to say you won't speak ill of me? Don't bring any trash talk from your job into the interview. Saying you didn't always see



eye to eye is one thing; it may well show that you can think for yourself, especially if you can quote a positive element. One way or another it was a learning experience! But don't harp on petty disputes or air any dirty laundry. Don't trash talk anyone. You don't want to gain a reputation for negativity.

6. Don't Be Fake



There's always the temptation to "play to the gallery" when you're being interviewed. You're inclined to tell the interviewer exactly what you think he wants to hear rather than exactly how you feel. OK. So it's stressful and you want the job real bad. And maybe you even exaggerate your experience a little bit. My advice is to be real. Presenting a "fake you" and hyped credentials is not going to

serve you in the long haul. Truth has a way of finding its way out.

7. Don't Chit Chat

Never forget that this is an interview for a job. Be professional. Be business-like. This is not the forum to share intimate details of your personal life, the ups and downs of your marriage, or your recent break-up. It is the forum to discuss why you want the job and will be an asset to the company.

8. Don't Be Evasive

A good interviewer will ask plenty of direct questions. Be ready to provide direct answers. Honesty is the best policy. A good interviewer will watch your body language and inflection of voice for any telltale evasions.

9. Don't Talk Money

There's a time and a place to discuss salary, bonuses, and perks of the job. And it's not at the initial interview unless it's something the interviewer raises. Your compensation package is obviously a matter for major discussion—when you know you're going to get offered something. Then you can always negotiate from a position of strength.

10. Don't Just Walk Away

At the end of the interview don't simply say "thanks for your consideration" and depart—and that's the end of it. If you want the position make it clear that you're interested before you leave and try to find out the company's level of interest in

you. Say something like, ***“This sounds like an ideal position for me. Is there a fit here?”*** and ***“What’s our next step?”***

Your next step, regardless, is to follow up. The same day.

A brief, polite email thanking the interviewer for his consideration and reiterating your desire for the job is not only proper etiquette but also shows that you really want it.

I’m always surprised when someone doesn’t follow up. But it happens. Going for an interview is one of the most important (and challenging) events in anyone’s life. Don’t treat it casually if are serious about being part of a winning team.

It’s your first chance to shine. Don’t make it your last chance.

Most of all, especially if you’re young, take risks and interview for the places that you can call a career – not a job.

Life’s too short to be aiming for a 9 to 5.



Brought to you by those wonderful people @ AWEE

Jumpstart your career in the financial services industry

La demanda de cajeros bilingues está alta.

Empieza tu carrera ya, llama ahora!

BANKWORK\$

BankWork\$™ offers:

- **FREE 8-week job training for financial services**

- **Hiring event for graduates**
- **Coaching for career advancement**
- **Minimum Eligibility*:**
- **Women and Men Age 18 or older**
- **High School Diploma or GED**
- **English Literacy—Bilingual a plus!**

**Additional eligibility requirements will apply, and a background check will be conducted.*

For more information contact:

Arizona Women's Education and Employment

602-223-4349

bankworks@awee.org